

**Richard Ahearn**

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Richard L. Ahearn was appointed Regional Director of the National Labor Relations Board's Regional Office in Seattle, WA (Region 19), in 2003. Mr. Ahearn joined the NLRB in 1973 as a student assistant in the Boston, MA Regional Office (Region 1) and became a legal assistant in the agency's Buffalo, NY Regional Office (Region 3) in 1974 after graduating from Northeastern University School of Law. Upon passing the bar, Mr. Ahearn was promoted to a Field Attorney in Region 3 in 1975. He was assigned to the Albany, NY Resident Office in 1976 and transferred as a Supervisory Attorney in 1979 to the Baltimore, MD Regional Office (Region 5). He was promoted to Deputy Regional Attorney in 1979, to Regional Attorney in 1981, and Regional Director in the Buffalo office in 1987. Mr. Ahearn had been serving since April 1995 as Regional Director of the NLRB's Regional Office in Cincinnati, OH (Region 9). A native of Northampton, MA, Mr. Ahearn received a B.A. degree in 1968 from Columbia College, New York City and a J.D. degree in 1974 from Northeastern University School of Law. Before entering law school in 1971, he taught American History at the Dalton School in New York City from 1968-70, and was director of the Neighborhood Youth Corps for Hampshire County, MA from 1970-71. Mr. Ahearn and his wife Susan have two daughters.

**John Andrew**

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John Andrew retired as acting Administrator of the Business Standards Division in the summer of 2006. He served as the Chief of the Labor Standards Bureau of the Montana Department of Labor and Industry for many years. John has been employed with the Department for 30 years in a variety of positions including wage and hour compliance specialist, mediator, and hearing examiner. As a hearing examiner John conducted hundreds of contested case hearings involving a variety of employment related issues including wage and hour, workers' compensation and collective bargaining in the public sector. Prior to assuming his management position John worked for the Board of Personnel Appeals as a labor mediator where he mediated numerous disputes involving public sector employers and labor organizations. John is a Helena native who graduated from Carroll College in 1977 with degree in Political Science and had a successful, but brief, career as a gravedigger prior to joining the Department.

**Allan Audet**

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**Board of Personnel Appeals, Member**

Allan Audet is the past-president of the Billings Education Association. He graduated from Montana State University – Billings in 1992 with a Bachelor of Science degree in Elementary/Special Education. Allan taught in Billings School District #2 from 1992 to 2002. During his tenure with the District he was involved in various labor union activities such as serving on the negotiation teams, Political Action Committees, Insurance Committees and the MEA-MFT Board of Directors. Mr. Audet was elected First Vice-President of the BEA in 2002 where he carried out his responsibilities of participating in the local Central Labor Council and helping with lobbying at the state legislature. Currently Allan has been chosen to serve on a Local Leaders Task Force for the American Federation of Teachers in Washington D.C. The Task Force focus is to develop a plan to increase communication between the National and State organizations and better utilize the resources and personnel of the AFT. Any free time is absorbed by coaching baseball, woodworking, or spending time outdoors fly-fishing and hunting with his wife, Simmy, and children, Aaron and Ashley.

**Maggie Copeland**

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Maggie Copeland graduated from Utah State University in Logan, Utah in 1983 with a Bachelor of Science Degree in Elementary Education. Maggie then taught in Moab, Utah for several years and while teaching became involved in local and statewide union activities. Copeland served the local teacher's union as a head negotiator and grievance chair. At the state level, she served as a Director on the Utah Education Association's Board of Directors and as President of the Council of Local Presidents. Maggie decided to make a full time job out of union work and in 1989 took a job with the Montana Education Association in their Glendive office as a labor consultant--a position she holds to date. Currently, Copeland provides bargaining services, training and consultation to approximately 1100 Bargaining unit members in 33 locals scattered about 17 counties in Eastern Montana. She also serves the National Education Association as a member of NEA's national facilitation training team. In the past five years she has been active in promoting labor management committees, grievance mediation (prior to engaging in arbitration) and interest-based bargaining. In her 13 year career with MEA-MFT, Maggie has successfully represented bargaining unit members in arbitration cases spanning a wide variety of issues including contract termination without cause, possession of firearms, insubordination charges, union rights and contract interpretation cases.

**Karl J. Englund**

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Karl Englund is a 1974 graduate of the University of Montana and a 1982 graduate of the University of Montana Law School. He practices law in Missoula where his practice is limited to labor, environmental and personal injury law and litigation. He has represented, among others, the Montana AFL-CIO, the Montana District Council of Laborers, Local 400 of the International Union of Operating Engineers, the Montana Education Association-Montana Federation of Teachers, the Montana Nurses' Association, the Missoula County Deputy Sheriff's Association, and police and firefighter unions in Kalispell, Missoula and Butte. Before attending law school Karl worked for the Northern Plains Resource Council, the Environmental Policy Institute of Washington D.C., Max Baucus and the late Senator Lee Metcalf.

**William Greer**

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Bill Greer graduated from Washington University Law School (St. Louis) in 1973 and the next day pointed his 1965 VW back to Portland, Oregon. For seven years he represented unions in a private law practice and then, over the 23 years from 1980 through 2003, he was an administrative law judge for the Oregon Employment Relations Board. Bill was a part-time labor arbitrator from 1996 through 2003 and has been a full-time arbitrator since 2004; he has decided over 50 grievance and interest arbitration disputes in Alaska, Idaho, Montana, Oregon, Utah, and Washington. He is the membership vice-president of the Oregon chapter of the Labor and Employment Relations Association (LERA). In addition, Bill has been the editor of *Labor and Employment Law--Public Sector* (a CLE volume published by the Oregon State Bar); is the publisher of *The Oregon Public Employee Collective Bargaining Act Digest*; and is the author of *Enforcement of Grievance Arbitration Awards under the Oregon Public Employee Collective Bargaining Act* (University of Oregon Labor Education Research Center 2000). He and his spouse of 35 years, Carol, hiked through Glacier National Park (to Sperry Glacier and Granite Park chalets) in 2006 and from rim-to-rim across the Grand Canyon in 2002.

**Jack Holstrom, Personnel Services Administrator**

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**Board of Personnel Appeals, Chair**

Jack Holstrom is the Personnel Services Administrator for the MACo/JPIA Property and Casualty Insurance Trust, where he consults with county elected officials on human resource issues. Previous to his present employment, Jack represented the Montana Department of Transportation and other agencies in collective bargaining and other human resource issues for 22 years. Jack received his undergraduate and then completed his J.D. from the University of Montana in 1968. Since 1999 Jack has been the Presiding Officer for the Montana Board of Personnel Appeals.

**Jeffrey Jacobs, Arbitrator**

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Jeff Jacobs has been a practicing attorney since 1980 and has arbitrated labor disputes for 13 years and authored over 275 final and binding decisions. Jeff is a member of the National Academy of Arbitrators and is on the FMCS, Minnesota, Iowa, Montana and Wisconsin State arbitration panels as well as several permanent panels in both the public and private sector. He is a frequent lecturer at arbitration seminars around the country and has authored several articles in that area, including an update to 2 sections of the 6<sup>th</sup> Edition of Elkouri and Elkouri, *How Arbitration Works*.

**Steve Johnson, Director of Human Resources**

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**Board of Personnel Appeals, Member**

Steve Johnson has been a management member of the Board of Personnel Appeals since 2001. He currently works as the Director of Human Resources for Missoula County, a position he has held since 1996. Missoula County currently has ten collective bargaining units. Steve also worked for eight years in the State of Montana's Personnel Division, as the state's chief labor negotiator, and as a labor relations specialist and a personnel specialist. He is a Missoula native and graduated from the University of Montana. He married Beth Johnson and they live in Missoula's Rattlesnake Valley with their four children.

**Vicki Knudsen, Labor Mediator  
Conference Coordinator**

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Vicki Knudsen joined the ranks of agent for the Board of Personnel Appeals in 2001, and was promptly informed she was not only a labor mediator but had won the distinction of being the coordinator for the annual Arbitration and Labor Relations Conference. Vicki received her BS in Education in 1982 from Northern Montana College and her JD from the University of Montana in 1985. For the next 16 years she practiced law in first Glasgow then Roundup, Montana, working primarily in criminal and family law. Through these experiences Vicki realized the phrase "mediate, don't litigate" needed to become her battle cry. She was first certified as a mediator in 1996 and soon became a Full Member with Family Designation of the Montana Mediator's Association. Consolidation of the three major national organizations of conflict resolution professionals in 2001 created the Association for Conflict Resolution (ACR), in which Vicki became active almost immediately. She is now a member of the Leadership Council for The Workplace Section and is one of just 46 people with the Advanced Practitioner (AP) designation for the Workplace Section of the ACR, and draws upon her contacts with this organization to put together the annual conference in Montana. Vicki enjoys family, yard work and traveling.

**Tonya McCormack, Bureau Chief**

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Tonya McCormack is the Bureau Chief of the Labor Standards Bureau of the Montana Department of Labor and Industry. The bureau is responsible for enforcement of a variety of labor laws including minimum wage, overtime, and collective bargaining for the public sector, wage payment, child labor and prevailing wage (Little Davis-Bacon). Tonya has been employed with state government for 26 years, the last 13 years with the Labor Standards Bureau. Tonya is a graduate of Carroll College. She resides in Helena.

**Paul Melvin, Senior Labor Mediator**

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Paul Melvin is a native of Butte and was raised in that part of town known as Corktown, Saint Mary's Parish. After graduating from Butte Public High School, he attended Montana Tech before graduating from the University of Montana in 1971 with a BA in Political Science and History. He was awarded a Master in Public Administration from the John F. Kennedy School of Government at Harvard University in 1989. Paul worked in a variety of occupations prior to accepting his current position. He worked for the Milwaukee and BA&P railroads; the Anaconda smelter; retail trades; Sun River Cattle Co.; and as a mined-land reclamation inspector for the Department of State Lands. In 1978 he was hired by the Montana State AFL-CIO as a writer/researcher and began his career in the Labor Relations arena. He subsequently worked for Saint Louis University and the University of Texas as a researcher in public policy; and as a field representative for the Montana Federation of Teachers. After leaving the Kennedy School, Mr. Melvin was a campaign consultant to three city-wide campaigns in Seattle before returning to Montana and assuming his current position as a labor mediator for the Montana Department of Labor and Industry in January of 1992. When he is not working, Paul enjoys downhill skiing, fishing from a raft, and traveling with his son, Jesse.

**Jeff Minckler**

Management Representative

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Jeff Minckler is an independent management representative who has offered comprehensive representation of Montana employers in all aspects of labor relations, including negotiations, consultation, hearings, policy development and training since 1986. Clients include school districts, cities and counties, trucking, sheet metal and other private sector employers. He began his career in labor relations in 1973 when he became the business manager and chief spokesperson for the United Paperworkers International Union for Local 1145 in Missoula, Montana. From 1975 to 1978, Jeff worked for the State of Montana, first as a labor relations specialist in the Labor Relations Bureau, then as Chief of that Bureau and governor's designee for collective bargaining, where he was responsible to the Governor for all state labor relations activities for 76 bargaining units and acted as the Chair of State Pay Committee. Jeff was the chief negotiator and regional manager of the Montana Public Employees Association (MPEA) until 1982. He was director of labor relations for the Montana School Boards Association (MSBA) from 1982 until 1986. Prior to working in labor relations, Jeff was an instructor at the University of Montana for several years. He resides in Missoula with his wife, and is an avid Grizzly fan.

**Paul E. Polzin, Director**

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Professor Paul E. Polzin is Director of the Bureau of Business and Economic Research and a Professor in the Department of Management. Dr. Polzin has been at the University of Montana since 1968. Professor Polzin grew up in Detroit, Michigan. He attended the University of Michigan and Michigan State University. He was granted a Ph.D. in Economics by Michigan State University in 1968. Professor Polzin has extensively studied the Montana economy during the past thirty years. He has published numerous studies of the long-term and short-term economic trends in Montana, and for certain areas within the state. He has also made economic projections for the future. Each year, Professor Polzin is a featured speaker at the Montana Economic Outlook Seminars, which are presented at various locations throughout the state. He is frequently quoted by newspapers, television and radio stations.

**George Roumell, Arbitrator**

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Beth Schindler is currently the Director of Mediation Services for the Western Region of the Federal Mediation and Conciliation Services (FMCS). Prior to this appointment, Beth served as Commissioner of Mediation for FMCS beginning in 1996, where she became known as an exceptional trainer in areas such as Interest Based Bargaining and Labor Management Cooperative Committees. Beth's additional experience in labor relations has been as a representative for employees of professional, clerical, insurance, health care and social service employers. She also has extensive experience working with the administration and development of Taft-Hartley Health, Welfare and Pension trust funds. Beth attended the George Meany Center for Labor Studies/Antioch University to complete a B.A. degree in Labor Studies.



**LeRoy H. Schramm**

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LeRoy H. Schramm was Chief Legal Counsel for the Montana University System from 1981 to August 2004, and has been diligently attempting to retire since that date. Prior to 1981 he was state director of labor relations and responsible for collective bargaining for all Montana executive branch agencies. He holds a B.A. from Valparaiso University, an M.A. from the State University of New York at Albany; a Ph.D. from the New York State School of Industrial and Labor Relations at Cornell University, and a J.D. from the William Mitchell School of Law. LeRoy serves on several non-profit boards and also as an occasional arbitrator, factfinder and mediator. He resides in Helena, Montana, with his wife.

**David W. Stiteler**

Arbitrator – Factfinder – Mediator

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David W. Stiteler, former long-time Montana resident, has been involved in labor relations for nearly 30 years. He has a B.A. in Political Science (1972) and J.D. (1975), both from the University of Wyoming. After graduating from law school, he went to work as a labor relations specialist for the Montana State Department of Administration, later becoming the State's legal counsel for labor relations matters. David was then hired by the Montana Public Employees Association as its in-house counsel. In 1992, after representing both sides, he went to work for the Oregon Employment Relations Board as an administrative law judge. In 1996, the Governor appointed him to a full-time position as an ERB member. As an ALJ and ERB member, he authored over 200 opinions on a wide variety of labor relations and personnel issues. He was a frequent speaker at labor relations conferences in Oregon and Washington in the last six years. After serving two terms on the ERB, most of it as the chair, David left in September 2003 to become a full-time arbitrator. He is on labor arbitrations panels of the FMCS and the states of Oregon, Washington, Montana, Hawaii, Nevada, and California. He is glad to have the opportunity to visit Montana again.



**Alice Whiteman, Regional Human Resources Manager**

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**Board of Personnel Appeals, Member**

Alice Whiteman is currently the Regional Human Resources Manager with Safeway, Inc. and was appointed to the Board of Personnel Appeals (BOPA) in 2006. Prior to this position Alice was a human rights investigator and officer with the Montana Human Rights Commission in Helena. She received her Masters in Public Administration with honors from MSU-Bozeman in 2003 while caring for her four children. She is active in the Society of Human Resource Managers (SHRMS).